



# United States Department of the Interior

## BUREAU OF LAND MANAGEMENT

California State Office  
2800 Cottage Way, Suite W-1834  
Sacramento, CA 95825  
[www.ca.blm.gov](http://www.ca.blm.gov)



January 25, 2006

In Reply Refer To:  
1400-711 (CA945) P

EMS TRANSMISSION: 1/25/06  
Information Bulletin No. **CA-2006-005**

To: Supervisors and Managers

From: DSD, Support Services

Subject: Representation Rights for Employees in Bargaining Units

The Civil Service Reform Act (CSRA), Section 7114(a)(2)(B) provides a representation right for a bargaining unit member who reasonably believes that an investigative examination may result in a disciplinary action.

Section 7114(a)(3) of the CSRA further requires that each agency inform its employees annually of these rights.

A notice to all bargaining unit members is attached which provides the language required by the statute. A copy of the notice will be posted on bulletin boards in offices which have bargaining units.

If you have any questions, please contact David Wheeler, Labor Relations Specialist at (916) 978-4496.

Signed by:  
Karen Barnette  
DSD, Support Services

Authenticated by:  
Richard A. Erickson  
Records Management

Attachment:  
Notice to Bargaining Unit Members (1 pp)



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### Memorandum

To: All Employees (*Represented by an Exclusive Union*)

From: DSD, Support Services

Subject: Notice of Right to Request Union Representation

The Civil Service Reform Act gives employees in units represented by an exclusive labor organization the right to request union representation at an examination by a representative of the agency in connection with an investigation if the employee believes the examination may result in disciplinary action.

Section 7114(a) of the Civil Service Reform Act of 1978 states that:

“(2) An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at...

(B) Any examination of any employee in the unit by a representative of the agency in connection with an investigation if...

(i) the employee reasonably believes that the examination may result in disciplinary action against the employee; and

(ii) the employee requests representation.”

Therefore, as required by Section 7114(a)(3), you are hereby given notice of the right set forth in 5 USC 7114(a)(2)(B).